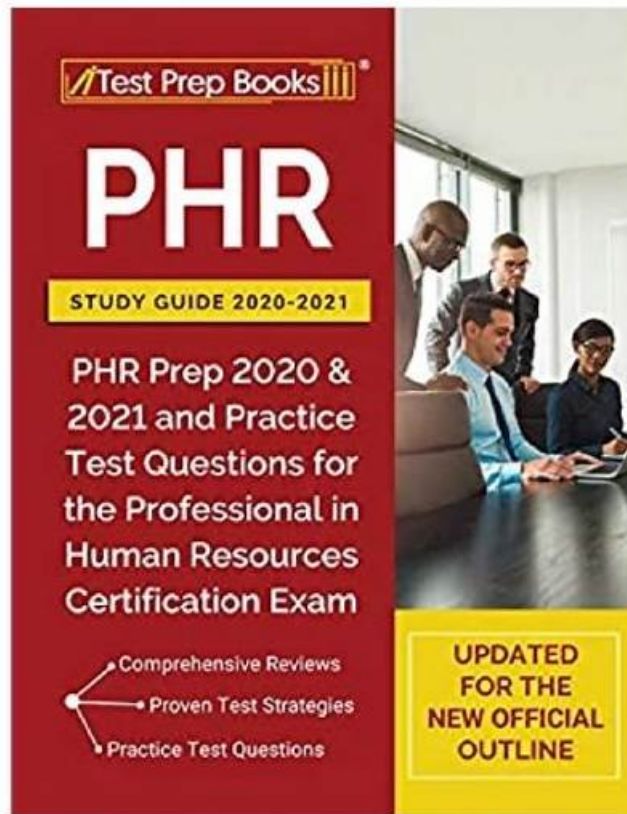


# Free PDF Updated PHR - Professional in Human Resources Demo Test



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These questions will familiarize you with the PHR exam format and the content that will be covered in the actual test. You will not get a passing score if you rely on outdated practice questions. Actual4Exams has assembled a brief yet concise study material that will aid you in acing the Professional in Human Resources (PHR) exam on the first attempt. This prep material has been compiled under the expert guidance of 90,000 experienced HRCI professionals from around the globe.

### HRCI Professional in Human Resources Sample Questions (Q98-Q103):

#### NEW QUESTION # 98

You are the HR Professional for your organization and you're working with the management to define the role of contractors versus employees in your organization. According to the Internal Revenue Service, there are three categories of control that help determine whether a person is a contractor or an employee.

Which one of the following is not one of the three levels of control as defined by the IRS for employee versus contractor?

- A. Financial control
- B. Type of relationship
- **C. Locale of work performed**
- D. Behavioral control

**Answer: C**

#### NEW QUESTION # 99

When an individual files a charge of discrimination with the EEOC against an employer, what will the EEOC do?

- A. The EEOC will create a hearing with the complainant and the employer to investigate the charge.
- **B. The EEOC will send the employer a letter informing them of the charge.**
- C. The EEOC will investigate the claim by inspecting the employer's place of business.
- D. The EEOC will visit the employer to inform them of the charge.

**Answer: B**

#### NEW QUESTION # 100

The Department of Labor establishes the rules for unemployment insurance and associated claims. Who administers the unemployment?

- **A. Each state**
- B. Insurance companies
- C. The Department of Labor
- D. Each organization

**Answer: A**

#### NEW QUESTION # 101

You are leading a brief presentation for your company about the ERISA program your company participates in. What is ERISA used for?

- A. It allows private organizations to create investments for workers in profit-sharing plans
- B. It protects private organizations that have profit sharing plans for employee compensation
- C. It protects the workers of employee compensation plans
- **D. It protects the interests of those who participate in employee benefit plans**

**Answer: D**

### NEW QUESTION # 102

Jennifer is the HR Professional for her organization. Her supervisor, Dan, has asked Jennifer to find the Compa-ratio for Sam. Sam earns \$40,000 as a mechanic, but the midpoint for a mechanic is actually \$50,000. What is the Compa-ratio for Sam?

- A. 125 percent
- B. \$10,000
- C. -\$10,000
- D. 80 percent

**Answer: D**

### NEW QUESTION # 103

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